

INTERNSHIPS

Developing a talented workforce in Indiana

Presented to:

Indiana Career Council Pathways Taskforce

August 18, 2014



Indiana INTERNet



INDIANA
INTERN.net

The Facts

Fact

Jobs are the #1 reason people stay in or leave a community

Facts

Employers made full-time offers to 64.8% of their interns in 2013 (2014 NACE report)



What is an Internship?

An internship is a form of structured
& supervised experiential learning
that provides students practical experience
in their chosen fields.



The Changing Face of Interns

- Traditionally: college students
- Today, internships include:
 - High school students
 - Post-degree students
 - Non-degree students
 - Career-changers
 - Returnships
 - Graduate students



Types of Internships

- Short-term
- Project-based
- Virtual
- Traditional



Employer Benefits

- Increased productivity
- Reduced recruiting costs
- Gain fresh perspectives
- Make progress or finish backburner projects
- Remain competitive
- Corporate citizenship
- Retain talent in Indiana



What's in it for the Intern?

- Apply academic coursework to the professional world
- Explore career interests
- Enhance responsibility/transferable skills
- Build resume/portfolio
- Expand network to gain full-time employment prospects



Our Core Mission

Indiana INTERNnet is the catalyst for expanding the creation and use of experiential learning opportunities as a key strategy in retaining Indiana's top talent.



Accomplishing Our Mission

Indiana INTERNnet is a free internship-matching program linking

- Individuals seeking internships
- Indiana employers
- Indiana high schools, colleges & universities.

We provide **high-touch** & **high-tech** services to anyone seeking or promoting an internship.



High Touch Services

- Employer assistance
- Resource guides
- Career fairs
- Internship hotline/feedback button
- IMPACT Awards
- Community engagement



High Tech Services

The image shows a screenshot of the Indiana INTERNet website. The website has a dark blue header with the logo 'INDIANA INTERN.net' on the left. To the right of the logo are two buttons: 'REGISTERED USER' and 'NEW USER'. Below these are input fields for 'Username' and 'Password', a 'Remember Me' checkbox, and a 'Forgot password?' link. A vertical green 'FEEDBACK' button is on the far left. Below the header is a navigation bar with buttons for 'STUDENTS' and 'EMPLOYERS'. The main content area has a dark blue background with white text. It includes a welcome message, a 'Get started now »' link, and two green boxes for finding internships. Each box has dropdown menus for 'All Categories' and 'All Industries', a text input for 'Enter Keyword', and a 'FIND A MATCH' button. The footer has a light green background with sections for 'News & Resources' and two 'Featured' sections.

Employer Workspace

Feedback Button

Forgot Password Tutorial

STUDENTS

EMPLOYERS

EDUCATORS

EVENTS

INDUSTRIES

REGIONAL

BLOG

ABOUT US

Welcome to Indiana INTERNet, your one stop for interns and internships. This is where high school and college students connect with Indiana employers for valuable internship experiences. It's free, it's easy, it's a win-win for Indiana students and employers. [Learn more about us »](#)

Get started now »

Find the Perfect Internship

All Categories

All Industries

Enter Keyword

FIND A MATCH

Find the Perfect Intern

All Categories

All Industries

Enter Keyword

FIND A MATCH

News & Resources

Featured

Featured

Search Different Industries

Search by Indiana Region

Search by Keyword

News & Resources



Internship Reflection: Parke County Community Foundation

Posted by Nour, December 12, 2013

Sarah Melvin, a 32-year-old mother of two, attended Franklin College out of high school and withdrew her senior year to join the US Navy. After living in Hawaii for eight years, she moved back to the mainland to raise her children near family. Sarah is currently a junior at Saint...

[Read More →](#)



United Way Team NFL Interns Impacting Education

Posted by Nour, December 03, 2013

Indiana University senior, Tim Klawitter, tells of his experience as a student manager and how United Way team NFL interns are impacting education. Tim is specializing in sports communication, business and journalism. He will be graduating in December and is presently searching for a full-time position. As a student manager...

[Read More →](#)



Thankful Intern Shares Grateful Moments

Posted by Nour, November 27, 2013

The below freezing temperatures hint at the brewing winter and signal a string of holiday celebrations. Every November, Thanksgiving is celebrated in Indiana with only the juiciest of roasted turkeys and the sweetest of pumpkin pies. As family and friends gather around the table, a sense of gratefulness fills the...

[Read More →](#)

Featured Internships

- CAD Designer
- Mechanical Engineer
- Electrical Engineer
- Marketing Intern
- Nappanee Heritage Museum - Data Entry, Inventory & Greeter
- Graphic Design Internship
- Assistant Recruiter

[View all internships »](#)



EARN Indiana
The new Work-Study program.

[Click here to learn more. »](#)



[Download this helpful guide »](#)

Indiana INTERNnet IMPACT Awards Luncheon
Sponsored by Ivy Tech Community College - February 5, 2014

A statewide event recognizing internship excellence

[Register for the event »](#)

employers
interns
educators
career development staff

FEEDBACK



Sign up to receive INTERNnetwork, our newsletter

We hope you will view INTERNnetwork as a source of insight to Indiana internships. Throughout the pages, you will find articles geared toward our clients: students, employers and universities.

Email Address

SUBSCRIBE NOW »

FEEDBACK

Success Stories

"I think we'll end up getting better employees because of this experience!"



Marty Wine
Gold Shield of Indiana

See more success stories »

SHARE YOUR STORY »

Organization

About Us
Newsroom
Board of Directors
Meet the Staff
Contact Us
Terms & Conditions
Privacy Policy

Services

Find an Intern
Find an Internship

Resources

Employers Online
Educator FAQs
Employer FAQs
Student FAQs
Video Tutorials
Intern Bridge Webinars
Educational Resources
High School List
University List
Partners
Agreements & Assessments
Newsletter Archive
Research
Intern Today, Employee Tomorrow: The Indiana Employer's Guide to Internships
Indiana Career Explorer

6,139
companies listed

1,262
positions listed

16,944
students searching

EARN Indiana

Indiana Commission for Higher Education

Employment Aid Readiness Network

- Gives students with financial need access to résumé-building, experiential, paid positions
- Provides employers up to 50% hourly wage reimbursement for hiring EARN students
- Enhances student-employer matching through partnership with Indiana



EARN Eligibility

- Employer eligibility based on internship offered – is it experiential?
 - Private companies may participate
 - All employers may participate year-round
- Student eligibility remains need-based
 - Must be full-time student during academic year
 - Must be offered a Frank O'Bannon or 21st Century Scholar state financial aid award



Opportunities/Challenges

- College/University Focus and Collaboration
- Regional Partnerships
- Increased Employer/Student Awareness and Education
- Employer Incentives (EARN Indiana)
- Measuring Successes
- Funding



Compensating an Intern

- Abide by laws (Fact Sheet #71)



Questions, Comments

Janet P. Boston

Executive Director, Indiana

INTERNnet

(317) 264-6862

jboston@indianachamber.com



Connect with us:

